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CANADA

UNIVERSITY OF TORONTO  
DEPT. OF POLITICAL ECONOMY

**PROVINCIAL LABOUR STANDARDS**  
CONCERNING CHILD LABOUR, HOLIDAYS, HOURS OF  
WORK, MINIMUM WAGES, WEEKLY REST-DAY  
AND WORKMEN'S COMPENSATION

---

DEPARTMENT OF LABOUR OF CANADA

LEGISLATION BRANCH

HON. MILTON F. GREGG  
MINISTER

A. MACNAMARA, C.M.G., LL.D.  
DEPUTY MINISTER

NOVEMBER, 1952





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## FOREWORD

This bulletin, which has been issued annually since 1944, sets out the standards which are in effect in the provinces of Canada with respect to child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation.

Changes made during the year by legislation or administrative regulation include the following:

In Alberta, new standards of hours and minimum wages for the four cities of Edmonton, Calgary, Lethbridge and Medicine Hat were put into effect. Maximum working hours were reduced to 44 per week, four hours less than the limit set by the Alberta Labour Act. A minimum wage order for men established a weekly minimum of \$26, as against \$25 elsewhere in the Province. A corresponding order for women in these four cities fixed a minimum weekly rate of \$24, as against \$20 elsewhere in the Province.

In addition to the higher minimum rates in the four largest cities of Alberta, there was a general increase of 10% from November 3, 1951, and a further increase of 10% from November 15, 1952, in the rates for both men and women under Minimum Wage Order 4 which covers most unorganized workers in Quebec. The Manitoba rates for both men and women were raised substantially from July, 1952. In New Brunswick, two recent orders, effective from December 1, 1952, provide a higher minimum wage for practically all women workers. In Nova Scotia, an order for the summer season requires women workers in hotels, restaurants and resorts located within 20 miles of a city or town to be paid the minimum wage applicable in the city or town. The minimum rate for hotel and restaurant workers in British Columbia was raised from \$13 to \$22 a week.

Seven provinces - Alberta, British Columbia, Newfoundland, New Brunswick, Nova Scotia, Prince Edward Island and Saskatchewan - provided for higher benefits to dependants under Workmen's Compensation Acts. Four provinces revised upward their former 66 2/3 percentage rate of payment for disability. British Columbia and Quebec provided for the payment of compensation on the basis of 70% of average earnings and Alberta and Prince Edward Island on the basis of 75% of average earnings.

The maximum amount of annual earnings on which compensation is based was raised from \$2,500 to \$3,000 in Alberta, Nova Scotia and Quebec; from \$2,500 to \$3,600 in British Columbia; and from \$3,000 to \$4,000 in Saskatchewan. The new limit on earnings in Saskatchewan will take effect from January 1, 1953.



# I STATUTORY SCHOOL-LEAVING AGES IN CANADA

In all the provinces there is a compulsory school attendance law, but exemptions are permitted in case of illness, distance from school or lack of accommodation and, except in British Columbia, for home duties and for employment. Provisions as to exemption are shown below. The laws place restrictions on employment of children of school age during school hours.

Nfld. <sup>1</sup>	P.E.I.	N.S. <sup>1</sup>	N.B.	Que. <sup>1</sup>	Ont.	Man. <sup>1</sup>	Sask.	Alta. <sup>1</sup>	B.C.
15 Exemption: with certificate for a stated period, but if child is under 12 for not more than 2 months in a school year, unless with approval of Commissioner (a).	15 unless has completed courses in public school. Attendance required for only 75% of term except in Charlottetown and towns where 90% attendance is required. Exemption: (1) For poverty certificates (2) If 12, for not more than 6 weeks in year (b). (b).	16, cities and towns, 14, elsewhere. 15 or 16 may be fixed locally. Exemption: (1) If 12, for not more than 6 weeks in year (b); (2) If 13, with employment and medical certificates attending not more than 6 night school.	16 unless has passed grade 11. 14 by resolution in rural districts unless has passed grade 8. Exemption: Not more than 6 weeks in year (c).	14 unless has completed elementary school. Exemption: Not more than 6 weeks in year (c).	16 unless has matriculation or equivalent. Exemption: Under 14, for not more than 6 weeks in term (c); 14-16, if home permit or employment certificate granted. Home permit unnecessary in rural districts.	16 may be fixed by district. 14 otherwise, but 16 if not employed in industry, home duties or farm work. Exemption: Over 12, not more than 4 weeks in year (d).	15 unless has passed grade 8. Exemption: (a).	15 unless has passed grade 9 or equivalent. Exemption: Not more than 6 weeks in term (c).	15 unless has completed course at nearest public school and transport to higher school not provided.

- (a) If services needed for maintenance of self or others.
- (b) If services needed in husbandry or some other necessary employment.
- (c) If services needed in husbandry, home duties, maintenance of self or others.
- (d) If services needed in husbandry or home duties.

<sup>1</sup> Child reaching school-leaving age required to attend school to end of school year in Newfoundland, Nova Scotia and Quebec, to end of term in Manitoba, and in Alberta, to end of June term if age reached in that term.





## II MINIMUM AGE FOR EMPLOYMENT

The table given below shows the minimum age for certain classes of establishments. In addition, the Canada Shipping Act fixes a minimum age of 15 for employment at sea. No minimum age has been established for employment in agriculture in Canada. International Labour Conventions have established 14 as the minimum age in agriculture, 15 for employment at sea, in industrial undertakings and, with some exceptions, in non-industrial undertakings.

	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
MINES	18, below	-	Coal: 17, below 18, at working face Metal: 16, above 18, below	- above 16, below	- above 15, below	16, above 18, below	16, above 18, below	Coal: 16 in workings Others: 16, above 18, below	17, above 17, below	Coal: 16, above 17, below Metal: 15, above 18, below
FACTORIES	-	15	14 (a)	16 except with permit from Minister	14 (b) (c) (d)	14 (a)	15 except with per- mit from Minister	16	15	15 except with per- mit from Minister
SHOPS	-	-	-	As for factories	As for factories	As for factories	15 except with per- mit from Minister	-	15	15 except with per- mit from Minister

(a) 16 from 8 a.m. to 5 p.m. except with employment certificate or except on school holidays.

(b) The Government may exempt establishments from the Act.

(c) 16 unless able to read and write fluently or attending night school. Permit from Provincial Employment Service required for employment between 14 and 16 years.

(d) For certain dangerous trades, the minimum age is 18; for others, it is 16 for boys and 18 for girls.

### III. ANNUAL HOLIDAYS WITH PAY

Annual holidays with pay are provided for by law in Alberta, British Columbia, Manitoba, Ontario, Quebec and Saskatchewan. In British Columbia, Manitoba, Ontario and Saskatchewan, there are separate statutes providing for these holidays; in Alberta, holidays are provided by orders under the Alberta Labour Act, 1947; and in Quebec, by orders under the Minimum Wage Act.

Most workers in these six provinces are covered, with the following exceptions: Farm workers are excluded in all provinces; domestic servants in all but Manitoba and Saskatchewan; persons employed in horticulture in British Columbia; and employees in ranching and market gardening in Manitoba and Saskatchewan. Professional workers are excluded in British Columbia and Ontario; employees of municipal and other public corporations in Quebec; salesmen in Ontario and Quebec; and persons engaged in funeral directing and embalming in Ontario. The large group of workers in Quebec governed by decrees under the Collective Agreement Act are excluded since annual holidays are provided for in the decrees which are legally binding on all employers and workers in an industry and area. Workers engaged in forest operations, janitors, watchmen and certain part-time workers are also excluded in Quebec. The Manitoba Act excludes independent contractors, and railway and express companies under federal jurisdiction. Workers governed by a collective agreement in British Columbia are exempted from the Act if the Minister of Labour approves the holiday provisions of the agreement.

In all these provinces, a worker is entitled, after a year of employment, to the holiday and pay shown in the table below.

	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Length of holiday	1 week	1 week	1 week 2 weeks after 3 years' service	2 weeks	1 week* 2 weeks after 2 years' service*	1 week
Pay	Regular weekly pay, if on time basis; otherwise 2 per cent of annual earnings	2 per cent of annual earnings	Regular pay	1/26 of annual earnings	Regular pay	2 per cent of annual earnings

\* 1/2 day for every 23 days worked after one year; 1 day for every 23 days worked after two or more years' service.

.... Continued



If a worker has worked less than a year, he is entitled in Quebec, to a half-day for each calendar month of employment, and in Saskatchewan, he may by agreement with his employer be given one day for each month. In all provinces, provision is made for payment for holidays earned but not taken by workers who terminate their employment after a year's service.

If employment is terminated during a working year, the worker is entitled to holiday pay in all provinces except Manitoba for the time he has been employed. In Alberta, British Columbia, Ontario and Quebec, payment is made at the rate of 2 per cent of earnings (in Alberta, 4 per cent of earnings in a second or subsequent year of employment) and in Saskatchewan, at the rate of 1/26 of earnings. In Alberta and Saskatchewan, the worker must have been employed for at least 30 days before becoming eligible for holiday pay. In Ontario, an employee who leaves his employment of his own accord must have been employed for at least three months before he is entitled to holiday pay; where the employment is discontinued by the employer, the worker must receive holiday pay for whatever time he has been employed.

A stamp system of holiday pay credits is in effect in Alberta, Manitoba, Ontario and Quebec for workers in the construction industry who are usually employed by several employers during a year. In Manitoba, the stamp system is used only in Greater Winnipeg and, in Quebec, in the Montreal and Hull districts. In Ontario, it was extended in 1947 to any industry in which workers normally move from one employer to another, and, in Alberta, it may, with the approval of the administrative board, be adopted in any industry. Under this system, at the end of each pay period (or, in Ontario, within 10 days after an employee who has ceased to be employed presents his stamp book) the employer affixes holiday with pay credit stamps in the worker's stamp book. In Manitoba, Ontario and Quebec, stamps are equivalent in value to 2 per cent of the worker's earnings during the pay period, and in Alberta, to 4 per cent. At the end of the holiday period, the worker cashes his stamps at a savings bank or, in Quebec, at the office of the Minimum Wage Commission.

#### IV. PUBLIC HOLIDAYS

Some statutory provision concerning public holidays is made in Alberta, British Columbia, Manitoba, Newfoundland, Nova Scotia, Quebec and Saskatchewan.

In British Columbia, factories, with the exception of certain continuous industries, must be closed on public holidays, unless the inspector gives permission for employment. The establishments for which a permit is not required are those engaged in the production of light, heat or power, railway and street railway repair shops, metallurgical works, bakeshops in a municipality, milk processing and distributing plants, and oil refineries. Shops in British Columbia must also be closed on holidays.

"Public holiday" in British Columbia, for this purpose, includes Christmas, New Year's Day, Victoria Day, Dominion Day, Labour Day, Remembrance Day and any day declared to be a public holiday by Proclamation; also, in factories, either Good Friday or Easter Monday, at the option of the employer, and in shops, Boxing Day (December 26), Good Friday and Thanksgiving Day. Boxing Day and Thanksgiving Day have been proclaimed each year as holidays under the Factories Act.

In Manitoba, in all employment except farming, time and one-half the regular rate must be paid for work done on seven public holidays, or in the industries listed below, compensatory time off may be given.

Persons employed in a continuously operating plant, a seasonal industry, a place of amusement, a gasoline service station, a hospital, a hotel or a restaurant, or in domestic service need not be paid time and one-half if, by custom or agreement, they are given compensatory time off. Two half-days off may be granted to domestic servants in lieu of one full holiday.

The seven "general holidays" are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

By a special Act, Remembrance Day has been declared a public holiday in Manitoba. Work for gain or reward is prohibited although certain essential services may be carried on. Any employee, other than a watchman, furnace tender or janitor, who is required to work must be granted compensatory time off, without loss of pay, within 30 days.

In Newfoundland, shops must be closed on specified public holidays in St. John's and Exploits Valley and in certain proclaimed shop-closing areas.

Wages in relation to public holidays are dealt with under minimum wage orders in Alberta, Manitoba, Nova Scotia, Quebec and Saskatchewan.

.... Continued



Nova Scotia prohibits any deduction from the minimum weekly wage for women for time not worked because of public holidays. Alberta forbids any deduction for time not worked on a holiday when the employer's place of business is closed. In any minimum wage order the Board may provide that for work done on a holiday the overtime rate must be paid.

In Manitoba, if a woman worker does not work on a holiday but works regular hours on the work days immediately before and after the holiday and on all other workdays of the week in which the holiday occurs, she must be paid for the week at least the amount arrived at by multiplying the number of hours in her regular work week by the minimum hourly wage rate, together with any amount due her for overtime work at the minimum overtime hourly rate. A woman who is absent because of established illness or with the employer's consent on the day before the holiday or the day after, or both, does not lose the pay to which she would otherwise be entitled for the holiday.

Saskatchewan provides for the same 8 holidays as Manitoba for both men and women. Workers who do not work on a public holiday must be paid full wages at regular rates for the holiday.

For work done on a holiday, employees in all workplaces except hotels, restaurants, hospitals, nursing homes and educational institutions must receive, in addition to the regular daily wage, time and one-half the regular rate for every hour or part of an hour worked.

Full-time workers in hotels, restaurants, hospitals, etc., who are required to work on a holiday must be paid, in addition to the regular daily wage, wages at their regular rate or may be granted equivalent time off at regular rates of pay within four weeks.

Quebec General Minimum Wage Order 4 has no provision for public holidays but some of the special orders require holidays to be observed or a punitive rate paid, e.g., cotton textiles, 4 legal holidays or payment at 1-1/10 the rate, and silk textiles, 6 holidays, but time lost for the observance of holidays (except Christmas and New Year's) may be made up by working at regular rates on the two Saturday mornings either before or after such holiday.

## V. MAXIMUM HOURS OF WORK IN MINES, FACTORIES, SHOPS AND OFFICES

In five Provinces, there are special statutes limiting hours: Alberta, British Columbia, Manitoba, Ontario and Saskatchewan. In New Brunswick and Quebec, factories legislation places some restrictions on working hours of women and boys under 18. In Newfoundland, an Act governing shops fixes maximum hours for shop assistants.

Table V shows the maximum hours fixed under these statutes or under laws regulating mines for employment in mines, factories, shops and offices. It does not include the restrictions imposed on some classes of factories and shops by orders in council under the Quebec Collective Agreement Act or by industrial standards schedules in Alberta, Ontario and Saskatchewan. Likewise omitted are provisions relating solely to children, the eight-hour day and 48-hour week in Nova Scotia factories for boys and girls under 16, and the 48-hour week for work below ground in Quebec mines for boys under 17.

Under all the Hours of Work Acts, the administrative authority has power to permit exceptions from daily and/or weekly hours. In New Brunswick, longer hours may be permitted by the Minister of Labour, and in Quebec by the Inspector. The Acts also stipulate that hours may be exceeded in emergencies.

In Alberta, British Columbia, Manitoba, Quebec and Saskatchewan, an industrial undertaking or group of undertakings may be exempted from the Act. This power is exercised by the administrative board in Alberta, British Columbia and Manitoba and by the Lieutenant-Governor in Council in Quebec and Saskatchewan. In Manitoba, the exemption may apply to any area of the Province and in Saskatchewan, to a specified city, town or village.

In Manitoba and Saskatchewan, the statutory limits shown in the table apply unless time and one-half is paid for overtime.

Where special overtime rates are fixed, they are shown on page 16.

### Footnotes to table:

- (a) Females and boys under 18.
- (b) In case of exemptions under the Hours of Work Act, maximum hours permitted for women and boys under 16 are 10 and 60, the limits set by the Factory, Shop and Office Building Act.
- (c) These limits apply unless time and one-half is paid. Women may not work overtime to a greater extent than 3 hours in a day, 12 hours in a week and 24 hours in a month.
- (d) These limits apply unless time and one-half is paid. In addition, the Factories Act prohibits employment of women beyond 48 hours in a week. Thus, women in factories must be paid time and one-half if they work beyond 44 hours in a week and they may not under any circumstances work more than 48 hours.
- (e) Females and boys under 18 in towns of 10,000 or more.
- (f) These limits apply unless time and one-half is paid. In centres from 300 to 500 population, time and one-half must be paid after 48 hours in a week.
- (g) These limits apply only to offices connected with shops.
- (h) These limits apply only to offices connected with works and undertakings covered by the Hours of Work Act.
- (1) Maximum hours are 8 and 44 in Edmonton, Calgary, Lethbridge and Medicine Hat.



V. MAXIMUM HOURS OF WORK IN MINES, FACTORIES, SHOPS AND OFFICES

	NFLD.	N.S.	N.B.	QUE.	ONT.	MAN.	SASK.	ALTA.	B.C.
COAL MINES Above Below	- -	- 8	- 8	- -	- -	- -	8,44 <sup>d</sup> 8,44 <sup>d</sup>	8,48 8,48	8,44 8,44
METAL MINES Above Below	- -	- -	- 8	- -	8,48 8,48	- -	- -	8,48 8,48	8,44 8,44
FACTORIES	-	-	9,54 <sup>a</sup>	10,55 <sup>a</sup>	8,48 <sup>b</sup>	8,48(men) <sup>c</sup> 8,44(women) <sup>c</sup>	8,44 <sup>d</sup>	8,48 8,44, four cities <sup>i</sup>	8,44
SHOPS	8 <sup>a</sup> 54	-	-	60 <sup>e</sup>	8,48 <sup>b</sup>	8,48(men) <sup>c</sup> 8,44(women) <sup>c</sup>	8,44 <sup>f</sup>	8,48 8,44, four cities <sup>i</sup>	8,44
OFFICES	8 <sup>a</sup> ,8 54 <sup>g</sup>	-	-	-	8,48	8,48(men) <sup>c</sup> 8,44(women) <sup>c</sup>	8,44 <sup>f</sup>	8,48 8,44, four cities <sup>i</sup>	8,44 <sup>h</sup>

NOTE: See Footnotes above

## VI. WEEKLY MINIMUM RATES FOR EXPERIENCED WORKERS UNDER MINIMUM WAGE ACTS

The table shows the minimum rates for full-time experienced workers. In Nova Scotia and British Columbia, there are two Minimum Wage Acts, one applying to men and the other to women workers, but in Nova Scotia the Male Minimum Wage Act, 1945, has not been proclaimed. In the other provinces, the Act applies to both men and women. In Ontario, minimum rates have been fixed for women only. In New Brunswick, only one order is in effect for males - that covering the canning industry. No orders have been made under the Newfoundland Minimum Wage Act, 1950. An order covering bus drivers in St. John's, made under the earlier Act, is still in effect.

### Footnotes to table:

- (a) ZONE I - Halifax, Sydney, Glace Bay, Amherst, Dartmouth, Dominion, New Glasgow, New Waterford, North Sydney, Springhill, Stellarton, Sydney Mines, Truro and Yarmouth; ZONE II - Antigonish, Bridgewater, Inverness, Kentville, Liverpool, Lunenburg, Parrsboro, Pictou, Trenton, Westville, Windsor and Wolfville; ZONE III - Annapolis Royal, Berwick, Bridgetown, Canso, Clark's Harbour, Digby, Hantsport, Lockeport, Louisbourg, Mahone Bay, Middleton, Mulgrave, Oxford, Port Hawkesbury, Shelburne and Steviacke.
- (b) ZONE I - Montreal and district, Laprairie, Longueuil, St. Lambert, Laval-des-rapides; ZONE II - Quebec and district and towns over 10,000; ZONE III - Terrebonne and towns 2,000 - 10,000; ZONE IV - elsewhere.
- (c) At least 75% must receive above rates: lower rates are fixed for 25% of workers (44, 41, 35, 29¢ per hr.)
- (d) ZONE I - Toronto, Hamilton, Windsor, Ottawa and environs and London; ZONE II - places of 3,000 or over; ZONE III - places under 3,000.
- (e) Girls under 18, cities, 48¢ per hr.; rural, 45¢.
- (f) LARGE TOWNS: Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melfort, Melville, Nipawin, Shaunavon; SMALLER TOWNS: those over 300 population.
- (g) FOUR CITIES: Edmonton, Calgary, Lethbridge and Medicine Hat.
- (h) Applies to canning or processing of fish, vegetables or fruit.
- (i) Boys under 13, 48¢.
- (j) Those over 21 years. Rates are set for males under 21 as follows: Under 17 years, \$14.50; 17-18, \$17; 18-19, \$19.50; 19-20, \$21; 20-21, \$23.50. These rates apply in Edmonton, Calgary, Lethbridge and Medicine Hat. Rate is \$1 less in each case elsewhere in Province.
- (k) Rate applicable to city or town also applies to hotels and restaurants within 20 miles June 1 - Sept. 30.
- (l) Hotels with 50 or more rooms in Zones III and IV must pay Zone II rates when at least 50 rooms are rented.



VI. - 1. WEEKLY MINIMUM RATES FOR EXPERIENCED WORKERS UNDER MINIMUM WAGE ACTS

ESTABLISHMENT	SEX	N.S.	N.B.	QUE.	ONT.	MAN.	SASK.	ALTA.	B.C.
FACTORIES	F	16.80, Zone I 15.80, Zone II 14.80, Zone III <sup>a</sup>	cents per hour 40	cents per hour 51, Zone I 46, Zone II 41, Zone III 36, Zone IV <sup>b,c</sup>	16.80, Zone I 15.80, Zone II 13.80, Zone III <sup>d</sup>	cents per hour 55, cities 52, rural <sup>e</sup>	24, cities and nine larger towns and a 5- mile radius; 21.50, smaller towns and a 5- mile radius <sup>f</sup>	24, four cities <sup>g</sup> 20, elsewhere	40 cents per hour
	M	-	55 <sup>h</sup>	As above	-	60 <sup>i</sup>	As above	26, four cities <sup>g</sup> 25, elsewhere <sup>j</sup>	As above
SHOPS	F	As in factories	40	As in factories <sup>c</sup>	As in factories	As in factories	As in factories	As in factories	18
	M	-	-	As in factories <sup>c</sup>	-	As in factories	As in factories	As in factories	18
OFFICES	F	As in factories	40	As in factories	As in factories	As in factories	As in factories	As in factories	18
	M	-	-	As in factories	-	As in factories	As in factories	As in factories	-
HOTELS RESTAURANTS	F	16.30, Zone I 15.80, Zone II 14.80, Zone III <sup>a,k</sup>	38	Zones I II III IV Waiters, maids, elevator operators Kitchen helpers 51 46 41 36 Cooks 58 53 48 44 Bellboys, porters 22, in all zones <sup>l</sup>	As in factories	As in factories	As in factories	As in factories	22
	M	-	-		-	As in factories	As in factories	As in factories	22

NOTE: See Footnotes above

VI. - 2. WEEKLY MINIMUM RATES AND LEARNING PERIODS FOR INEXPERIENCED WORKERS

NOTE: The New Brunswick and Saskatchewan Orders make no provision for lower rates for learners.

Establishment	Sex	N.S.	Que.	Ont.	Man.	Alta.	B.C.
Factories	F	\$ 2 three-month periods: 14.80, 15.80, Zone I 13.80, 14.80, Zone II 12.80, 13.80, Zone III	cents per hour For 6 months: 39, Zone I 36, Zone II 31, Zone III 26, Zone IV	\$ 2 three-month periods: 14.50, 15.50, Zone I 13.50, 14.50, Zone II 11.50, 12.50, Zone III	Rates and learning period to be set out in permit granted by Minister. Learning period may not exceed 6 months and starting rate must be at least 75% of minimum rate.	\$ 3 one-month periods: 16.50, 19, 21.50, four cities 14, 16, 18, elsewhere	cents per hour 3 two-month periods: 31, 34, 37
	M	-	As above	-	As above	-	As above
Shops	F	As in factories	As in factories	As in factories	As in factories	As in factories	\$ 3 two-month periods: 12, 14, 16 As above
	M	-	As in factories	-	As in factories	As in factories	As above

NOTE: Table continued below



Establishment	Sex	N.S.	Que.	Ont.	Man.	Alta.	B.C.
Offices	F	\$ As in factories	cents per hour For 6 months: Zone I, II, III, IV, 29, 26, 22, 22	\$ As in factories	\$ As in factories	\$ As in factories	\$ 2 two-month periods: 14, 16
	M	-	For 6-12 mos., 36, 34, 26, 26  For 1-2 yrs., 44, 41, 35, 29  As above	-	As in factories	As in factories	-
Hotels Restaurants	F	As in factories	-	As in factories	As in factories	As in factories	-
	M	-	-	-	As in factories	As in factories	-

VI. - 3. OVERTIME RATES UNDER MINIMUM WAGE ORDERS

Establishment	Sex	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Factories Shops Offices Hotels Restaurants	F	1-1/2 times the rate after 48 or normal hours if less, but only where normal rate is the minimum	Factories, shops and offices, 60 cents per hour, and hotels and restaurants, 57 cents per hour, after 48 hours.	For hourly-paid workers not governed by an agreement, 1-1/2 times the regular rate after 12 hours in a day and after the hours in the "regular work week" (a); for those paid otherwise, 1-1/2 times the minimum rate. (b)	Pro rata after normal week.	1-1/2 times the minimum rate after 8 and 44 hours (82c per hr., cities, 78c rural.)	1-1/2 times the regular rate after 8 and 44 hours; in hotels and restaurants in 9 larger towns and in smaller towns and villages after 48 hours; in shops and offices in small centres after 48 hours. (c)(d)	1-1/2 times the regular rate after 9 and 48 hours or after hours permitted by Board.	1-1/2 times the regular rate after 8 and 44 hours or after hours permitted by Board.
	M	-	-	As above.	-	1-1/2 times the minimum rate after 48 hours (90c per hr.)	As above.	As above.	As above in factories, shops, hotels and restaurants.

(a) Varies from 48, 50, 54 to 60 hours.

(b) Does not apply to workers paid on a yearly, monthly, or weekly basis at least \$50 a week in Zone I, \$45 in Zones II and III, and \$40 in Zone IV, whether or not they work a full week.

(c) Overtime payable after 9 and 44 in case of 5-day week.

(d) Provision for overtime is contained in Hours of Work Act and orders.



## VII. WEEKLY REST-DAY

Seven Provinces -- Alberta, British Columbia, Manitoba, Nova Scotia, Ontario, Quebec and Saskatchewan -- provide for a weekly rest-day but the provisions vary in scope.

The Alberta Labour Act requires all employed persons except farm workers and domestic servants to be given a weekly rest-day unless the Board of Industrial Relations orders that the hours of rest be allowed in two periods or that a longer period than 24 hours be granted. The Act enables the Board to make special provision concerning days of rest in continuous industries and permits a consecutive rest-period every four weeks or longer period.

Orders under the British Columbia Minimum Wage Acts provide for a rest-period of 32 hours weekly for workers in shops, hotels and catering, laundries and hospitals, for elevator operators, for women in offices, for men in undertaking establishments and for janitors in buildings other than apartment buildings. Different arrangements may be made on application of the employer and employees concerned, if the Board approves. Orders governing janitors in apartment buildings, patrolmen, women bus-drivers in Vancouver and New Westminster and female telephone and telegraph operators provide for a weekly rest of 24 hours.

In Manitoba, the weekly-rest legislation applies to the chief industrial areas of the Province, including Winnipeg and environs, St. Boniface, Brandon, Portage la Prairie, Transcona, Flin Flon and Selkirk. A weekly day of rest, if possible Sunday, must be granted to employees in mining, manufacturing and construction, in shops, offices, catering, barbering and hairdressing establishments, the insurance business, the baking industry, the transport of goods by road, the processing and distribution of milk and its products and to elevator operators and hotel clerks. Exempted are watchmen, janitors and firemen living in the building in which they are employed; persons not usually employed more than five hours in a day; managers and supervisory employees; repair workers in emergencies; and persons employed for not more than three hours on a weekly rest-day merely for the purpose of looking after horses as part of their usual duty. The Minister of Labour is given discretion to exempt particular undertakings for a period of not more than a year.

In Nova Scotia, every employer in mining, manufacturing and construction is required to grant his employees a weekly rest of at least 24 hours. Wherever possible, the period of rest must be on Sunday and must be granted simultaneously to the whole of the staff of each undertaking.

.... Continued

In Ontario, in cities of 10,000 or more people, workers in hotels and restaurants must be allowed a weekly rest-day, Sunday if possible. Watchmen, janitors, foremen, and those employed for five hours or less in a day are exempted.

In Quebec, Minimum Wage Order 4, applying generally to all industries within the scope of the Act not covered by special orders, provides for a weekly rest of 24 hours or two 18-hour periods except in hotels in places of less than 2,000 population. Most special minimum wage orders contain the same provision. Farm workers, domestic servants and employees governed by a decree under the Collective Agreement Act are the only workers not within the scope of the Minimum Wage Act. Under the Quebec Weekly Day of Rest Act, persons employed in hotels, restaurants or clubs in places of at least 3,000 population must have 24 consecutive hours' rest in a week. In the Quebec district, the inspector may permit two periods of 18 consecutive hours each instead of one 24-hour period. Where there is only one cook, the 24-hour rest may be replaced by two 12-hour periods.

The Saskatchewan statute applies to the cities and has been extended to 21 towns of the Province. It provides for a weekly rest of at least 24 hours, wherever possible on Sunday, for the employees of any employer covered by an order of the Minimum Wage Board. Exempted are managers, employees not usually working for more than five hours in a day, and repair men in emergencies. The Minister of Labour may exempt particular employers for not more than one year. Industries may be excluded by Order in Council.



# VIII. WORKMEN'S COMPENSATION

## 1. Monthly Benefits to Dependants in case of Death of Workman

<u>Funeral</u>	<u>Widow or Invalid Widower</u>	<u>Children With Parent</u>	<u>Orphans</u>	<u>Where only depen- dants are other than consort and child</u>	<u>Maximum</u>
<u>NEWFOUNDLAND</u>					
\$200 <sup>4</sup>	\$50 plus sum of \$100	Under 16, \$12 each <sup>1</sup>	Under 16, \$20 each <sup>1</sup>	Sum reasonable and in proportion <sup>2</sup> to pecuniary loss	2/3 of earnings. Minimum of \$50 to consort, \$12 to each child or \$20 to orphan child unless total benefits exceed \$100 <sup>3</sup>
<u>PRINCE EDWARD ISLAND</u>					
\$150	\$50 plus sum of \$100	Under 16, \$12.50 each. <sup>1</sup> Maximum to consort and child- ren, \$100	Under 16, \$25 each. <sup>1</sup> Maximum \$100	As in Newfoundland. Maximum to parent or parents, \$30. Maximum in all, \$45 <sup>2</sup>	75% of earnings <sup>3</sup>
<u>NOVA SCOTIA</u>					
\$200	\$50 plus sum of \$100	Under 16, \$15 each. <sup>1</sup> Maximum to consort and children, \$110	Under 16, \$25 each. <sup>1</sup> Maximum \$100	As in P.E.I. <sup>2</sup>	2/3 of earnings <sup>3</sup>

.... Continued

1. In Alberta, Manitoba, Newfoundland, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan, payments to children may be made up to 18 years if desirable to continue education. In Alberta, Newfoundland, Nova Scotia, Prince Edward Island, Quebec and Saskatchewan, payments to invalid children are continued so long as Board considers workman would have contributed to support. In British Columbia, Manitoba, New Brunswick and Ontario, payments are continued until recovery.

2. In all provinces compensation in these cases is continued only so long as Board considers workman would have contributed to support.

3. For maximum earnings that may be reckoned, see Table 2, Column 5.

4. In Newfoundland and New Brunswick, a sum not exceeding \$125, and in Ontario, a sum determined by the Board, may be paid for transporting the body from place of death to place of burial. In Alberta, British Columbia and Manitoba, the maximum allowed is \$100. The Alberta and British Columbia Acts provide only for payment of transportation within the province.

<u>Funeral</u>	<u>Widow or Invalid Widower</u>	<u>Children With Parent</u>	<u>Orphans</u>	<u>Where only depen- dants are other than consort and child</u>	<u>Maximum</u>
<u>NEW BRUNSWICK</u>					
\$200 <sup>4</sup>	\$50 plus sum of \$100	Under 18, if attend- ing school, \$12 each <sup>1</sup>	Under 18, if attend- ing school, \$25 each <sup>1</sup>	As in Newfoundland <sup>2</sup>	2/3 of earnings <sup>3</sup>
<u>QUEBEC</u>					
\$175	\$45 plus sum of \$100	Under 18, \$10 each <sup>1</sup>	Under 18, \$15 each <sup>1</sup>	As in Newfoundland <sup>2</sup>	70% of earnings. Minimum \$55 to consort and one child, \$65 if more <sup>3</sup>
<u>ONTARIO</u>					
\$200 <sup>4</sup>	\$50 plus sum of \$200	Under 16, \$12 each <sup>1</sup>	Under 16, \$20 each <sup>1</sup>	As in Newfoundland, Maximum \$100 <sup>2</sup>	Average earnings. Minimum of \$50 to consort, \$12 to each child or \$20 to orphan child unless total benefits exceed \$100 <sup>3</sup>
<u>MANITOBA</u>					
\$150 <sup>4</sup>	\$50 plus sum of \$100	Under 16, \$12 each <sup>1</sup>	Under 16, \$20 each <sup>1</sup>	As in Newfoundland. Maximum \$30 each. Maximum in all, \$60 <sup>2</sup>	2/3 of earnings. Minimum \$12.50 per week if one child; \$15 if more <sup>3</sup>

.... Continued

1. In Alberta, Manitoba, Newfoundland, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan, payments to children may be made up to 18 years if desirable to continue education. In Alberta, Newfoundland, Nova Scotia, Prince Edward Island, Quebec and Saskatchewan, payments to invalid children are continued so long as Board considers workman would have contributed to support. In British Columbia, Manitoba, New Brunswick and Ontario, payments are continued until recovery.

2. In all provinces compensation in these cases is continued only so long as Board considers workman would have contributed to support.

3. For maximum earnings that may be reckoned, see Table 2, Column 5.

4. In Newfoundland and New Brunswick, a sum not exceeding \$125, and in Ontario, a sum determined by the Board, may be paid for transporting the body from place of death to place of burial. In Alberta, British Columbia and Manitoba, the maximum allowed is \$100. The Alberta and British Columbia Acts provide only for payment of transportation within the province.



<u>Funeral</u>	<u>Widow or Invalid Widower</u>	<u>Children with Parent</u>	<u>Orphans</u>	<u>Where only depen- dants are other than consort and child</u>	<u>Maximum</u>
<u>SASKATCHEWAN</u>					
\$175	\$60 plus sum of \$100	Under 16, \$25 each <sup>1</sup>	Under 16, \$30 each <sup>1</sup>	As in Newfoundland <sup>2</sup>	Average earnings. Minimum \$60 to widow or invalid widower; \$85 to widow or widower and one child; \$100 if more children <sup>3</sup>
<u>ALBERTA</u>					
\$200 <sup>4</sup>	\$50 plus sum of \$100	Under 16, \$25 each <sup>1</sup>	Under 16, \$25 each <sup>1</sup> plus an amount not exceeding \$10 to age of 18 <sup>1</sup>	As in Newfoundland. Maximum to parent or parents, \$50. Maximum in all, \$85	
<u>BRITISH COLUMBIA</u>					
\$250 <sup>4</sup>	\$75 plus sum of \$100	Under 16, \$20 each <sup>1</sup> ; if attending school, \$20 between 16 and 18 years	Under 18, \$30 each <sup>1</sup> ; \$27.50 if able to attend school be- tween 16 and 18 years and not attend- ing	(a) As in Newfoundland. Maximum \$75 to parent or parents. Maximum in all, \$75. (b) If there is widow or invalid widower or orphans, maximum to parent or parents, \$75 <sup>2</sup>	

1. In Alberta, Manitoba, Newfoundland, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan, payments to children may be made up to 18 years if desirable to continue education. In Alberta, Newfoundland, Nova Scotia, Prince Edward Island, Quebec and Saskatchewan, payments to invalid children are continued so long as Board considers workman would have contributed to support. In British Columbia, Manitoba, New Brunswick and Ontario, payments are continued until recovery.

2. In all provinces compensation in these cases is continued only so long as Board considers workman would have contributed to support.

3. For maximum earnings that may be reckoned, see Table 2, Column 5.

4. In Newfoundland and New Brunswick, a sum not exceeding \$125, and in Ontario, a sum determined by the Board, may be paid for transporting the body from place of death to place of burial. In Alberta, British Columbia and Manitoba, the maximum allowed is \$100. The Alberta and British Columbia Acts provide only for payment of transportation within the province.

2. Benefits in Case of Disability

<u>PERMANENT</u>		<u>TEMPORARY</u>		<u>Maximum</u>
<u>Total</u>	<u>Partial</u>	<u>Total</u>	<u>Partial</u>	<u>Earnings</u> <u>Reckoned</u>
<u>NEWFOUNDLAND</u>				
2/3 of earnings. Minimum \$65 per month or earnings, if less	2/3 of difference in earnings before and after accident <sup>1,2</sup>	2/3 of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less	2/3 of difference in earnings before and after accident for duration of disability <sup>1,2</sup>	\$3,000 per an.
<u>PRINCE EDWARD ISLAND</u>				
75% of earnings. Minimum \$15 per wk. or earnings, if less <sup>3</sup>	75% of difference in earnings before and after accident <sup>1,2,3</sup>	75% of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less <sup>3</sup>	75% of difference in earnings before and after accident for duration of disability <sup>1,2,3</sup>	\$2,500 per an.
<u>NOVA SCOTIA</u>				
2/3 of earnings. Minimum \$85 per month.	2/3 of difference in earnings before and after accident. If disability 25% or more, average earnings must be taken as not less than \$18.75 per wk <sup>1</sup>	2/3 of earnings for duration of disability. Minimum \$12.50 per wk. or earnings, if less	2/3 of difference in earnings before and after accident for duration of disability <sup>1,2</sup>	\$3,000 per an.

.... Continued

1. If earning capacity is diminished 10% or less, a lump sum may be given.
2. The minimum payable in case of partial disability is the same proportion of the minimum for total disability (see preceding column) as impairment is of full earning capacity.
3. Board may fix compensation on basis of \$15 per week, even though earnings are less than that amount.



<u>Total</u>	<u>PERMANENT</u>	<u>Partial</u>	<u>Total</u>	<u>TEMPORARY</u>	<u>Partial</u>	<u>Maximum</u> <u>Earnings</u> <u>Reckoned</u>
<u>NEW BRUNSWICK</u>						
Average earnings but not in excess of 2/3 of \$3,000	Amount determined by Board. Lump sum may be given		2/3 of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less		If earning capacity diminished by more than 10%, 2/3 of difference in earnings before and after accident for duration of disability	\$3,000 per an.
<u>QUEBEC</u>						
70% of earnings. Minimum \$15 per wk. or earnings, if less	70% of difference in earnings before and after accident <sup>1,2</sup>		70% of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less		70% of difference in earnings before and after accident for duration of disability <sup>1,2</sup>	\$3,000 per an.
<u>ONTARIO</u>						
75% of earnings. Minimum \$100 per month or earnings, if less	Based on impaired earning capacity estimated from nature and degree of injury. If more equitable, 75% of difference in earnings before and after accident <sup>1,2</sup>		75% of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less		75% of difference in earnings before and after accident for duration of disability <sup>1,2</sup>	\$4,000 per an.

.... Continued

1. If earning capacity is diminished 10% or less, a lump sum may be given.
2. The minimum payable in case of partial disability is the same proportion of the minimum for total disability (see preceding column) as impairment is of full earning capacity.

<u>PERMANENT</u>		<u>TEMPORARY</u>		<u>Maximum</u> <u>Earnings</u> <u>Reckoned</u>
<u>Total</u>	<u>Partial</u>	<u>Total</u>	<u>Partial</u>	
<u>MANITOBA</u>				
2/3 of earnings. Minimum \$15 per wk. or earnings, if less	2/3 of difference in earnings before and after accident <sup>1</sup>	2/3 of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less	2/3 of difference in earnings before and after accident for duration of disability <sup>1</sup>	\$3,000 per an.
<u>SASKATCHEWAN</u>				
75% of earnings. <sup>3</sup> Minimum \$20 per wk.	Proportion of 75% of earnings based on impaired earning capacity estimated from nature and degree of injury, or if more equitable, 75% of difference in earnings before and after accident <sup>1,2</sup>	75% of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less	Proportion of 75% of earnings based on impaired earning capacity estimated from nature and degree of injury, or if more equitable, 75% of difference in earnings before and after accident for duration of disability <sup>1,2</sup>	\$4,000 per an. (from January 1, 1953)
<u>ALBERTA</u>				
75% of earnings. Minimum \$25 per wk. or earnings, if less	Proportion of 75% of earnings based on impaired earning capacity <sup>1</sup>	75% of earnings for duration of disability. Minimum \$25 per wk. or earnings, if less	Proportion of 75% of earnings based on impaired earning capacity for duration of disability	\$3,000 per an.

.... Continued

1. If earning capacity is diminished 10% or less, a lump sum may be given.
2. The minimum payable in case of partial disability is the same proportion of the minimum for total disability (see preceding column) as impairment is of full earning capacity.
3. Where compensation to workman with dependants would be less than \$1,200 a year, Board may increase compensation in respect of dependants by specified monthly amounts. In such cases, total amount payable may not exceed \$1,200 a year.



<u>PERMANENT</u>		<u>TEMPORARY</u>		<u>Maximum</u>
<u>Total</u>	<u>Partial</u>	<u>Total</u>	<u>Partial</u>	<u>Earnings</u>
<u>BRITISH COLUMBIA</u>				
70% of earnings. Minimum \$15 per wk. or earnings, if less	70% of difference in earnings before and after accident or may be based on impaired earning capacity	70% of earnings for duration of disability. Minimum \$15 per wk. or earnings, if less	70% of difference in earnings before and after accident or may be based on impaired earning capacity for duration of disability	\$3,600 per an.



















